

EEO PUBLIC FILE REPORT

For the reporting period of 8/1/13 through 7/31/14
Amended on July 20, 2016

This report covers the following station employment unit (SEU):

Licensee / Permittee Name	Call Sign and Type	Community of License (City, State)	FCC Facility ID Number	LMA
New Inspiration Broadcasting Company, Inc.	KRLA (AM)	Los Angeles, CA	48453	N/A
New Inspiration Broadcasting Company, Inc.	KKLA-FM	Glendale, CA	61267	N/A
New Inspiration Broadcasting Company, Inc.	KFSH-FM	La Mirada, CA	2195	N/A

I. VACANCY LIST

The following is a list of all vacancies for full-time jobs filled during the reporting period and the recruitment source ("RS") that referred the person hired for each vacancy:

Job No.	Job Vacancy Title	Recruitment Source that Referred Hired Person	Date Filled	RS's Contacted to Fill Vacancy
1	Account Exec. – KRLA	Employment Development Department	9-6-13	1,2,3,4,5,9
2	Receptionist – Cluster	Self-Referral	11-25-13	1,2,3, 7, 8, 11,12,14
3	Promotions Director – KFSH	Referral	1-27-14	1,2,3, 5, 7, 14, 23
4	Account Exec. – KKLA	www.KKLA.com	3-3-14	1,2,3, 7, 9, 14, 10
5	Continuity Coordinator – Cluster	Referral	3-10-14	30
6	Promotions Coordinator – Cluster	Self-Referral	3-31-14	1, 2,3,7,11
7	General Sales Manager – KRLA	Career Strategies, Inc.	5-20-14	4, 29
8	Promotions Coordinator – KRLA	Internal Hire	5-21-14	1,2,11,17,18, 28
9	H.R. Office Assistant – Cluster	www.Indeed.com	6-18-14	1,2,3,8,12,13,14,25
10	Account Exec. – KRLA	www.KRLA870.com	7-7-14	1,2,3, 4, 5, 6, 26,27
11	Account Exec. – KFSH	Media Staffing Network	7-21-14	1,2,3,5, 7, 13
12	Account Exec. - KKLA	KKLA Radio Spot Ad	7-23-14	1,2,3,5, 6, 7, 26

II. RECRUITMENT SOURCE LIST

During the reporting period, the following recruitment sources ("RS") were contacted as vacancies for full-time SEU jobs opened. There were a total of 110 people interviewed for full-time positions.

RS No.	Recruitment Source	(*)	Address, Telephone and Contact Person of RS	Number of Interviewees Referred by RS
* Denotes those organizations that requested notification of vacancy information				
1	Southern California Broadcasters Association (SCBA)		5670 Wilshire Blvd #13270 Los Angeles, CA 90036 Contact: Ellen Dostal edostal@scba.com	0
2	ChristianJobs.com		9401 Courthouse Road, Suite 300 Chesterfield, VA 23832	0

		Contact: Karen Davenport karen.davenport@salem.cc	
3	Salem Communications	4880 Santa Rosa Road Camarillo, CA 93013 Contact: Karen Davenport karen.davenport@salem.cc	0
4	Career Strategies, Inc.	1520 W. Magnolia Blvd. Burbank, CA 91506 (818) 558-6692	7
5	Craig's List	www.losangeles.craigslist.org	2
6	California Broadcasters Association (CBA)	915 "L" Street, Ste 1150 Sacramento, CA 95814 (916) 444-2237 Contact: Joe Berry jberry@yourcba.com	0
7	Indeed.com	www.indeed.com	15
8	Jewish Vocational Services of West Hollywood	5757 Wilshire Blvd Prom. 3 (323) 904-4900 X4902 Contact: Greg Krentzman Los Angeles, CA 90036 GKrentzman@jvsla.org	0
9	Jewish Vocational Services of Marina Del Rey	13160 Mindanao Way, Ste 240 Marina Del Rey, CA 90292 (310) 309-600 (310) 309-6032 Fax Gayellen Davis/Prog. Dir. X218 gdavis@jvsla.org Elisa Taylor/Acct. Exec. X210 etayler@jvsla.org www.jvsla.org	0
10	National Religious Broadcasters (NRB)	9510 Technology Drive Manassas, VA 20110 Contact: Steve Cross scross@nrb.org	0
11	Wilshire Metro Worksource Centers – Community Career Development, Inc.	3550 Wilshire Blvd., Suite 500 Los Angeles, CA 90010 (213) 365-9829 http://communitycareer.org/	2
12	Asian American Economic Development Enterprises	216 West Garvey Suite E Monterey Park, CA 91754 (626) 572-7021 Contact: Helen Aul infor@aaede.org	0
13	UCLA African American Studies	c/o Job Board 305 Portola Plaza Los Angeles, CA 90095	0
14	Women At Work	c/o Job Board 2871 E. Colorado Blvd, 1 st Fl Pasadena, CA 91107 jobs@womenatwork.org	0
15	Adweek.com	http://jobs/adweek.com	0
16	Radio Advertising Bureau	13320 Greenway Drive, Ste 500 Irving, Texas 75038	0
17	Pasadena City College	1570 E Colorado Blvd, Pasadena, CA 91106 (626) 585-7123	0
18	Glendale Community College	1500 North Verdugo Road	0

		Glendale, CA 91208 (818)240-1000 www.glendale.edu	
19	ThinkLA	www.thinkla.org	0
20	Biola University	https://biola-csm.symplicity.com/employers/	0
21	Mt. San Antonio College	https://mtsac-csm.symplicity.com/employers/	0
22	Azusa Pacific University	https://apu-csm.symplicity.com/	0
23	Alliance for Women in Media	800 S. Pacific Coast Hwy, #8-143 Redondo Beach, CA 90277 www.awmsocal.org laura@awmsocal.org	0
24	Homeboy Industries	130 W. Bruno Street Los Angeles, CA 90012 323-526-1254 Ext. 332 israelm@homeboy-industries.org Contact: Israel Mesino	0
25	Community Career Center	3550 Wilshire Blvd., Ste 500 Los Angeles, CA 90010 (213) 356—9829 Ext. 250 Contact: Rhonda Rose rrose@communitycareer.org	0
26	Work Source Center South East Los Angeles	3965 South Vermont Avenue Los Angeles, CA 90037 (323) 730-7900 Ext. 233 Contact: Brown Fa'ave bfaavae@selawsc.com	0
27	Verdugo Jobs Center of Glendale	1255 S. Central Avenue Glendale, CA 91204 818-409-0476	0
28	Mexican American Opportunity Foundation	972 S. Goodrich Blvd. Commerce, CA 90022 (323) 890-1555 crufino@maof.org	0
29	Inside Radio	http://www.insideradio.com/	2

OTHER SOURCES OF INTERVIEWEES

No.	Description of Other Sources	Number of Interviewees
30	Referral	17
31	Self-Referral	3
33	Internal Candidates	5
34	Media Staffing Network (Recruiter)	2
35	Employment Development Department	1
36	Women's Night Out Station Event	3
37	Radio Spot Ads – KKLK/KRLA/KFSH	11
38	www.Twitter.com	0
39	www.Linkedin.com	1
40	www.Facebook.com	0
41	www.AllAccess.com	4
42	www.KKLA.com	31
43	www.KRLA.com	1
44	www.KFSH.com	2
Total Number of Interviewees		110

III. OUTREACH INITIATIVES

The following outreach initiatives were completed by the SEU during the reporting period:

A. Events with Educational Institutions:

1. October 28 and 30, General Sales Manager taught classes at Southern California Broadcasting University (SCBU). Topics of discussion included careers in the radio broadcasting industry, managing business, time and talents.

B. Job Fairs:

At each of these job fairs, the SEU distributed applications, accepted resumes and discussed information pertaining to the job vacancies at the SEU with the attendees.

1. October 2, 2013 – Had a booth at the Imagine Job & Resource Fair held at Shepherd of the Hills Church in Porter Ranch, CA.
2. October 10, 2013 – Had a booth at the Fall Classic Hiring Spree at L.A. City College.

C. Internship Program:

The objective of this program is to allow college students the chance to work with a major market media group. Through this experience, the student is able to learn more about the broadcasting industry and better evaluate if it is a career path they would choose. The Programming Department work with four (4) students in establishing their schedules and what best fits with the station group agenda. The SEU hosted four interns during this period:

1. One student from BIOLA University interned in August 2013
2. One student from Moody Bible Institute in May 2014
3. One student from Point Loma Nazarene University in June 2014
4. One student from BIOLA University interned June 2014

D. Management Training Programs:

1. The Salem Director of Human Resources conducts monthly HR Network Training sessions via teleconference and Power point presentations, which includes review of EEO policies and compliance. The SEU's Office Manager participates in these training sessions each month and then routinely communicates with the SEU's General Manager and other management team members to keep all employees apprised of the company and SEU's policy on equal employment.
2. In May 2014, fifteen (15) managers completed harassment/ethics training program which was administered by Gallagher Bassett Risk Control Consulting Services.

E. Job Banks and Internet Programs:

The SEU participated in job banks and internet programs designed to provide general information about opportunities in broadcasting and to encourage individuals to consider future employment in radio broadcasting careers. Job openings were posted in a variety of web sites to ensure broad and inclusive recruitment. During the reporting period the following websites have been used:

1. California Broadcasters Association
2. Southern California Broadcasting Association
3. National Religious Broadcasters
4. Alliance for Women in Media

F. Other Outreach Activities:

1. October 25, 2013 Station Tour – 3 (three) Cerritos College Students toured the radio stations and met radio personalities.
2. February 24, 2014 Station Tour – 15 (fifteen) senior high students from Fairhaven Christian Academy toured the radio stations and met radio personalities.